

Functional Area 43

Human Resource Management



Chief, FA43 Proponency
December 2004



Agenda

- FA 43 Proponency Office - who are we?
- FA 43 Structure - how many positions and what type?
- FA 43 Acquisition - how do we become FA 43's?
- FA 43 Distribution - where does an FA 43 get assigned?
- FA 43 Development - how do we develop institutionally, operationally, and individually?
- FA 43 Deployment - what are a FA 43's staff responsibilities and duties?
- FA43 Proponency Office Current Update &

FA 43 Propriety



Responsible for developing personnel policies, procedures, and programs affecting all personnel life-cycle management functions as prescribed by AR 600-3, The Army Personnel

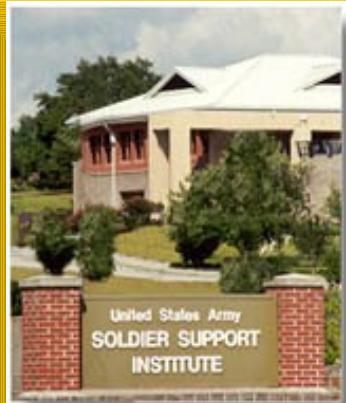
Proprietary System:
DISTRIBUTE





FA43 Proponency Office Organization

Effective August 2003



Ft Jackson, SC

Soldier Support Institute BG Gina Farrisee

AG School Commandant

FA 43
Proponency Office



Hoffman Building
Alexandria, VA

USASSI, AGS
10000 Hampton Pkwy,
Fort Jackson, SC 29207
Phone: (803) 751-8617 DSN 734-
8617

2461 Eisenhower Avenue, Room 804,
Alexandria, Virginia 22331
Phone: (703) 325-8041/5562/7278 DSN
221-

Dep Chief, FA 43
Proponency

Resident & DL
Course Director



What the Army Does

The measure of military professional is success in battle and other military operations. Military effectiveness is perishable. **Therefore, every day in the Army, we do two things: we train Soldiers and we grow them into leaders.**

FM 1, The Army
14 June 2001

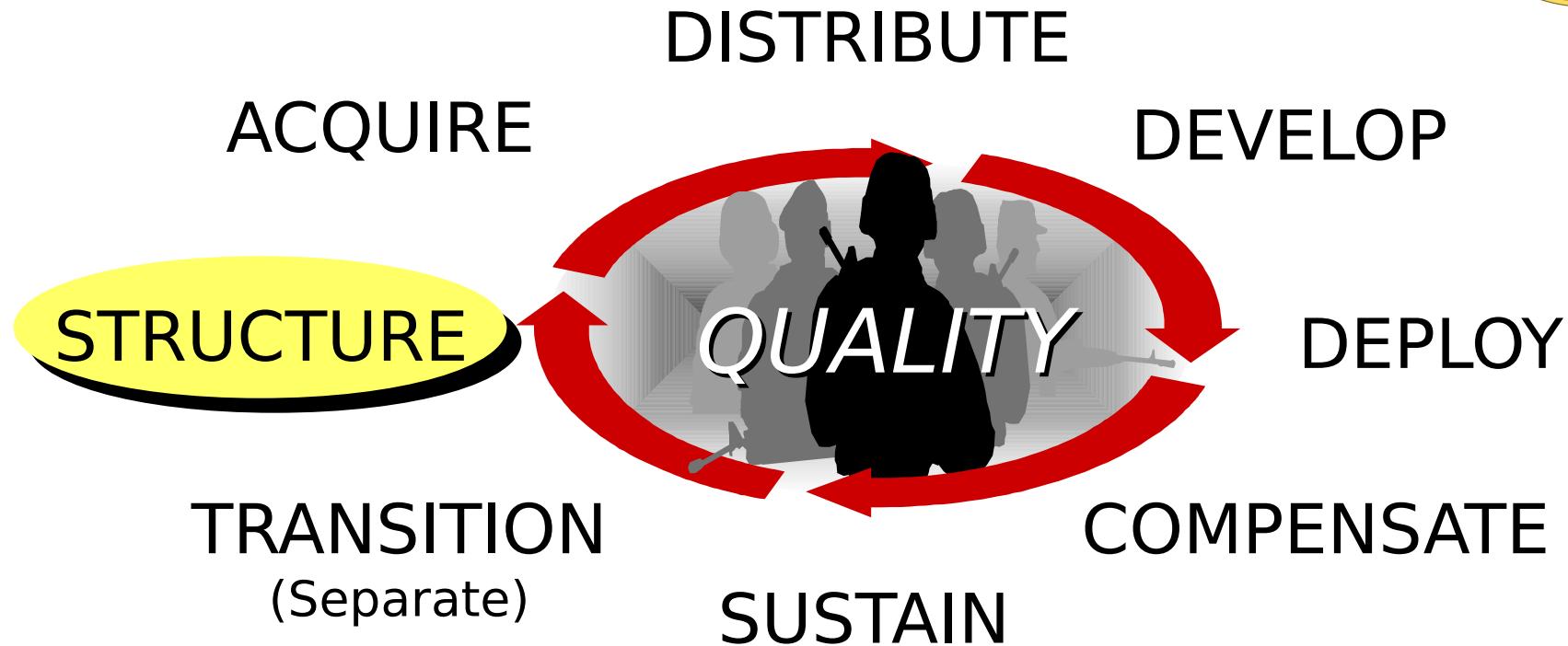


Why FA 43?

The Human Resource Management functional area (FA 43) provides the Army with a professional human resource manager focused on projecting requirements; developing capabilities; and planning, programming and managing Army human resource life cycle functions in support of senior military leadership. As senior career staff officers, FA 43 officers are responsible for developing, interpreting, integrating and implementing the Department of Defense (DoD), Joint, and Army human resource programs and policies for the military, civilian, retiree, and contractor work force and their families at all echelons.



How many 43's positions are there?



AC	COMPO 1 :	325
ARNG	COMPO 2 :	956
USAR	COMPO 3 :	176

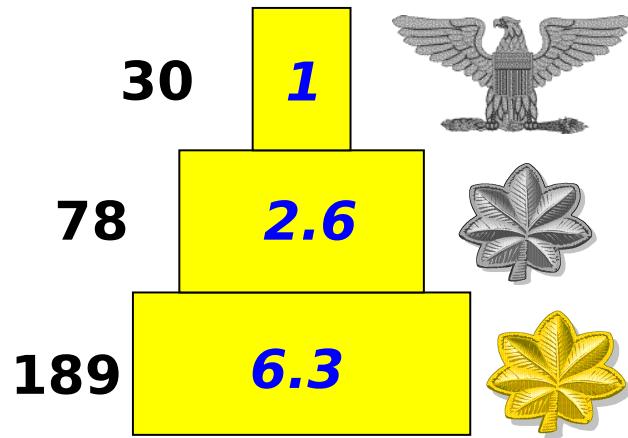
[FY05 auths \(0407UAD 13 Aug 04 WebTAADS](#)

SUB TOTAL: 1,457

Active Component Authorizations (COMPO 1)



Current
Authorizations*



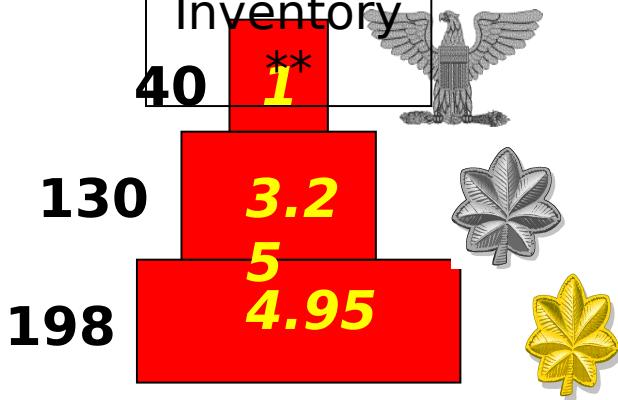
297 Total Authorizations

*as of 30 Jul 04

FOUO

** as of 27 Sep 04

Current
Operating
Inventory

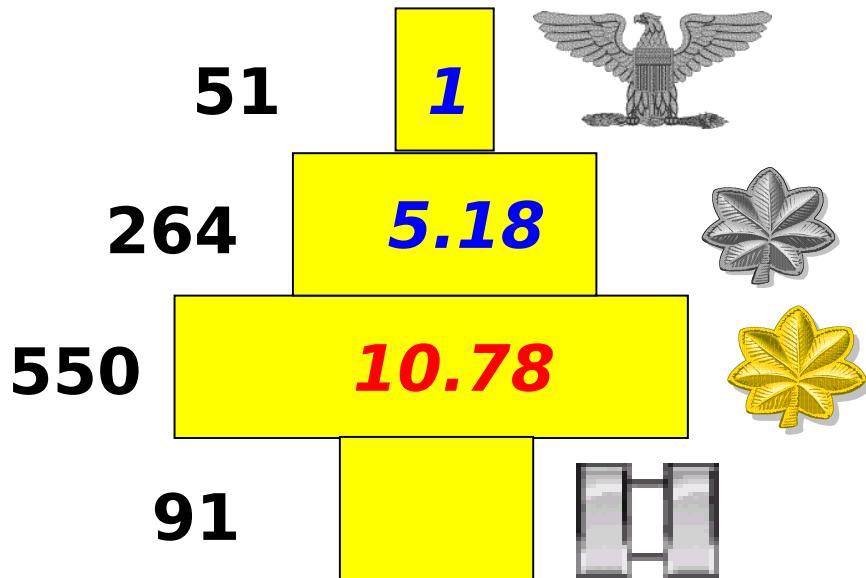


368 Total Inventory

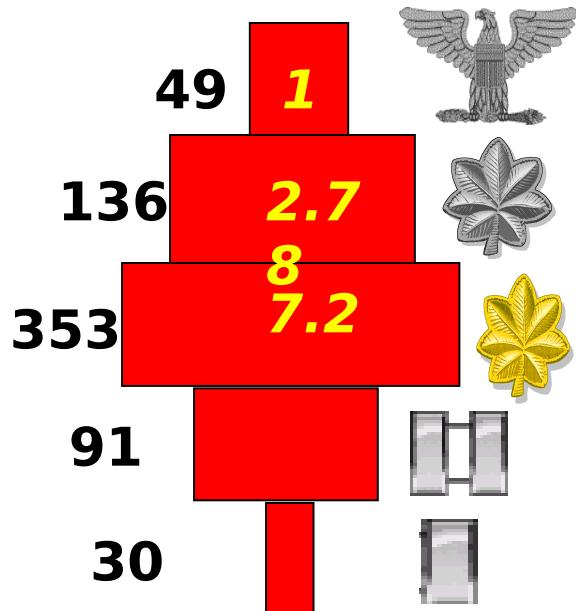


Reserve Component Authorizations (COMPO 2) (ARNG)

FY05 0407UAD Authorizations*



Current Inventory



**659 Total Inventory
(As of Jan 04)**

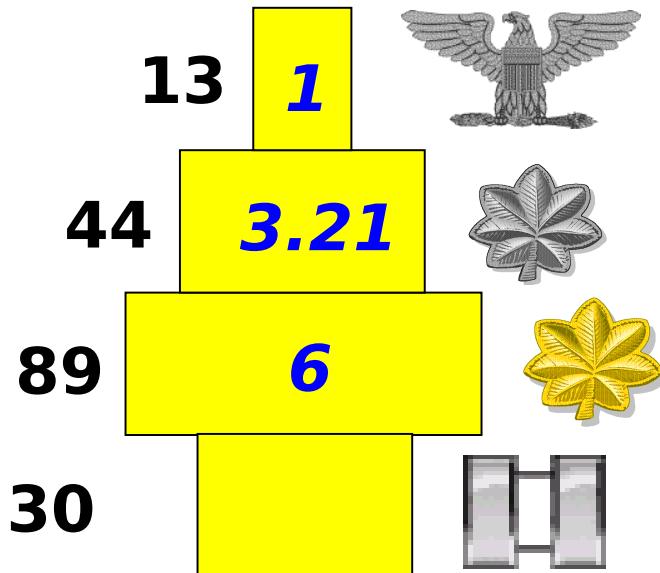
956 Total Authorizations

*As of 13 Aug



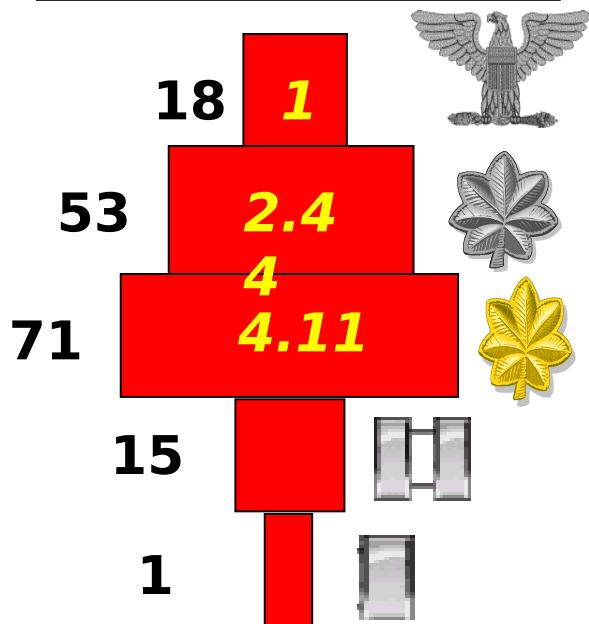
Reserve Component Authorizations (COMPO 3) (USAR)

FY05
0407 UAD
Authorizations*



176 Total Authorizations

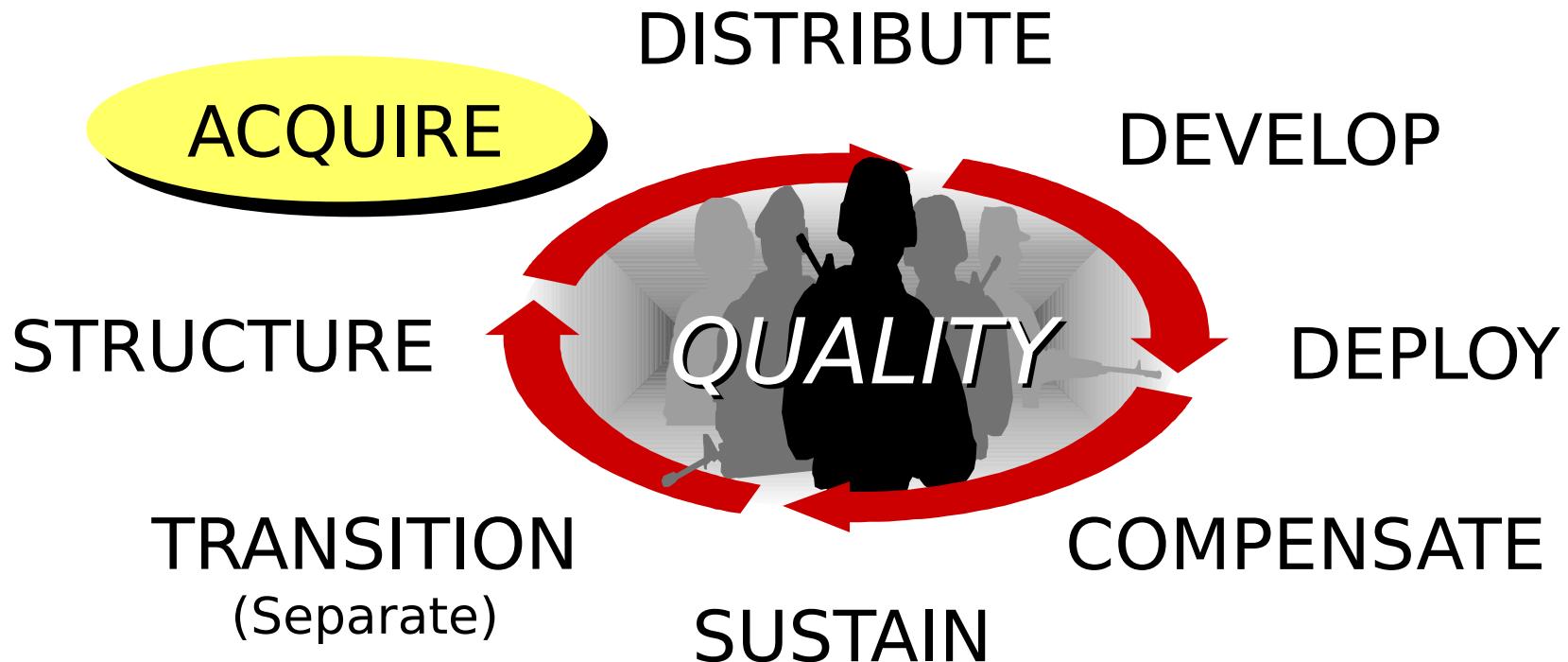
AGR
Current Operating
Inventory



158 Total Inventory
(As of 14 Oct 04)



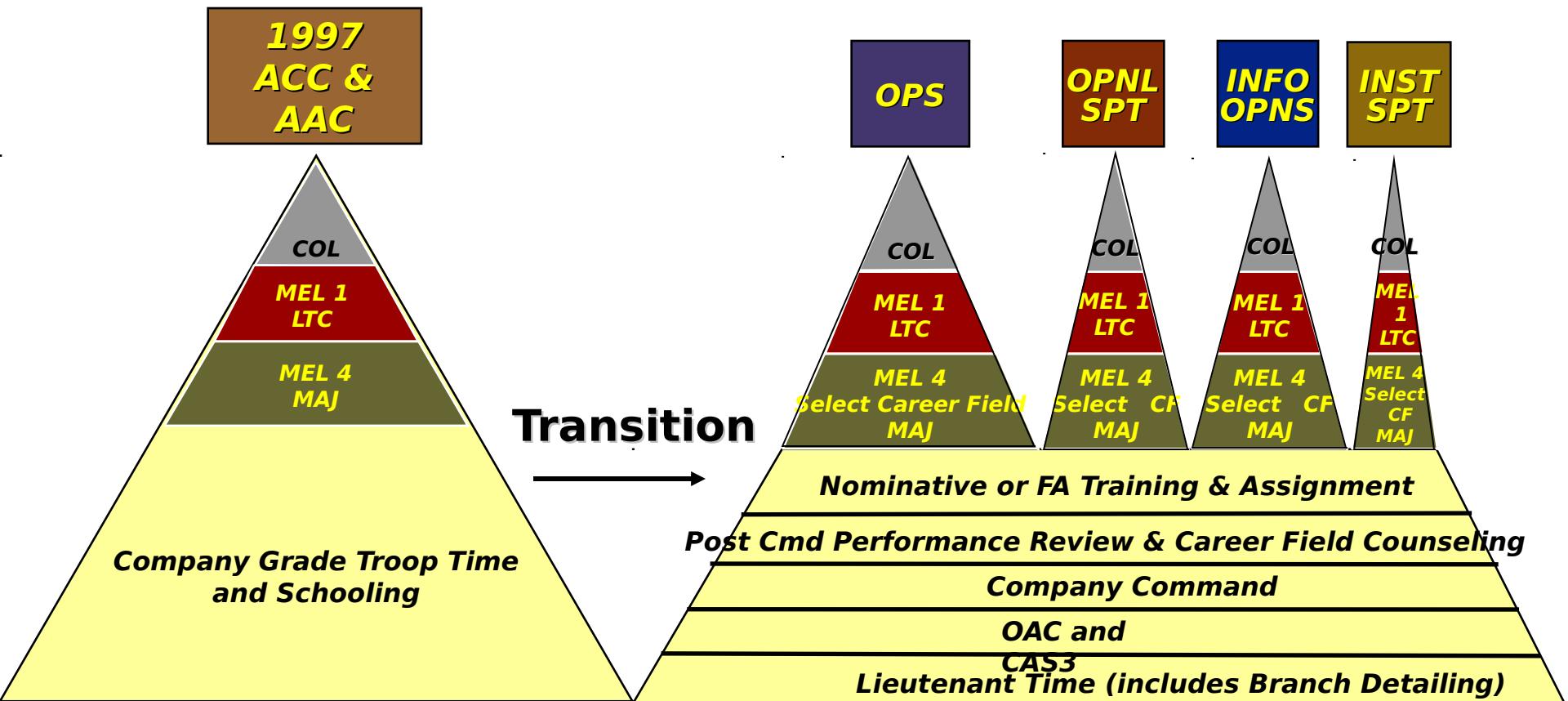
How do we become FA43 officers?





OPMS III Career Field System

Four Career Fields established to develop & manage Field Grade Troops



Current ACC becomes 4 distinct Field Grade Career Fields based on Army functions in 2010.

COMPO 1 Basic Branch Analysis

(Illustrative example)

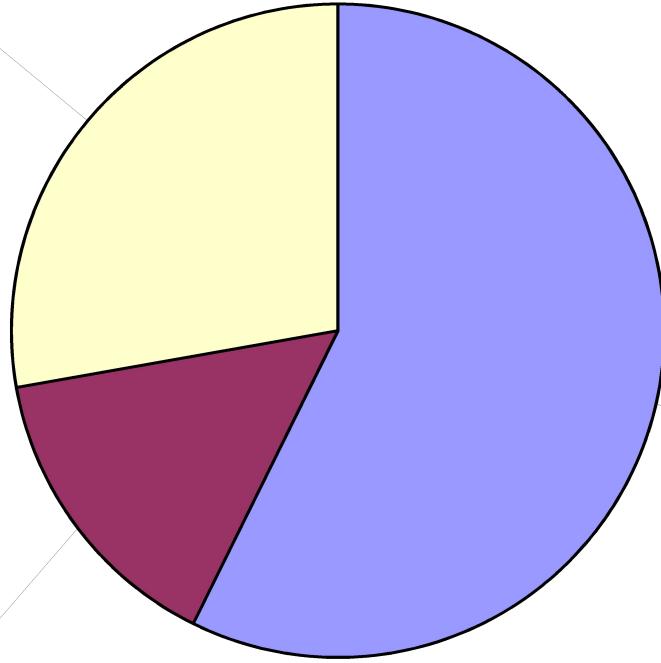


Combat

Service

Support

28%



Combat

Arms

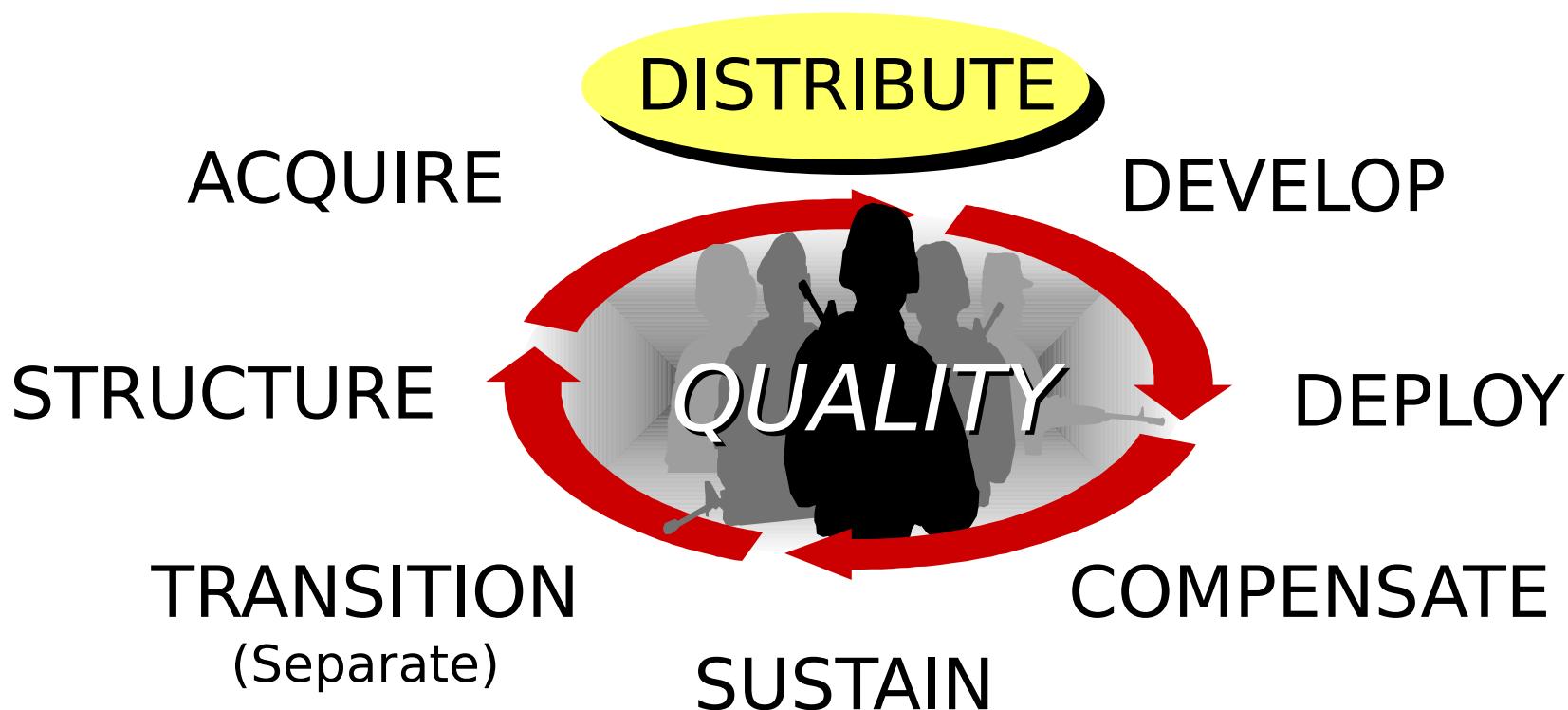
57%

Combat
Support

15%



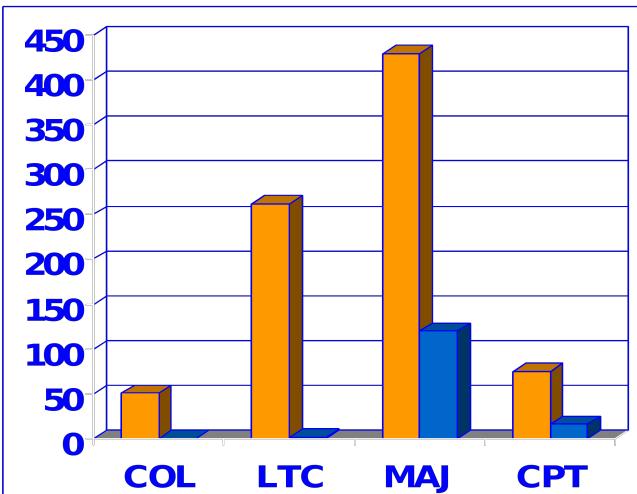
How many FA43 officers are there?



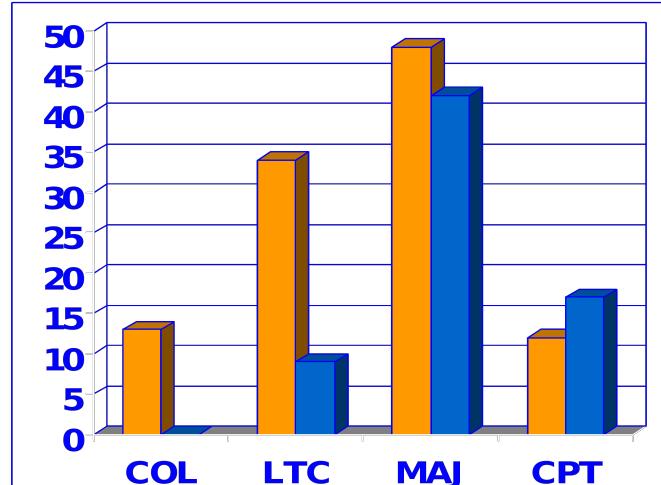


FY 05 AUTH FA 43 Distribution

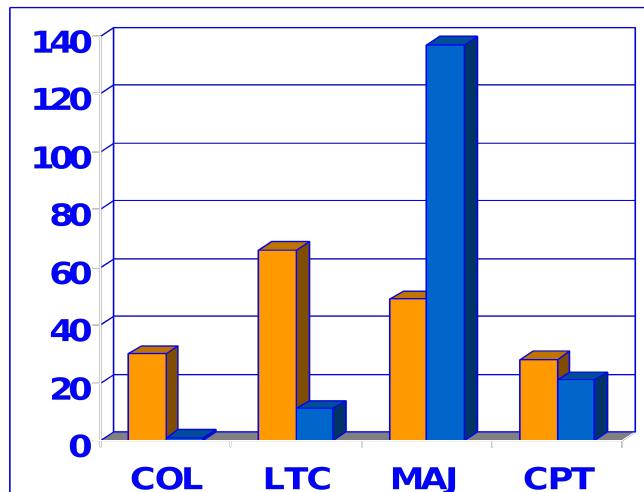
as of 14 April 04



ARNG
Distribution



USAR Distribution



AC Distribution

This is being
impacted as
we sit here!

FOUO

MACOM FY05 AUTHs Distribution

(ALL COMPOs) As of 13 August 04 WebTAADS

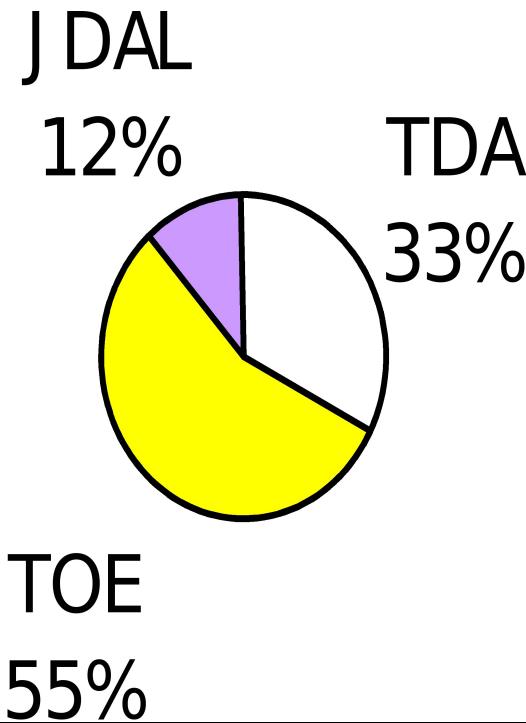


TITLE	CPT	MAJ	LTC	COL	AUTH	
US ARMY RESERVES	28	82	39	13	162	
US ARMY INTELLIGENCE AND SECURITY COMMAND	0	10	0	0	10	
OFFICE, CHIEF OF STAFF, US ARMY	1	8	6	3	18	
DEFENSE AGENCIES	0	2	4	3	9	
JOINT SPECIAL OPERATIONS FORCES	0	0	1	2	3	
US ARMY, EUROPE AND SEVENTH ARMY	5	24	3	0	32	
US FORCES COMMAND	17	72	23	0	112	
SHAPE	1	4	0	1	6	
JOINT ACTIVITIES	5	11	8	5	29	
US ARMY HUMAN RESOURCES COMMAND	1	1	3	3	8	
NATIONAL GUARD	90	550	264	51	955	
US ARMY PACIFIC	2	7	3	1	13	
EIGHTH US ARMY	4	11	3	0	18	
FIRST SPECIAL OPERATIONS COMMAND	2	13	5	1	21	
US ARMY TRAINING AND DOCTRINE COMMAND	7	11	8	4	30	
OTHERS	2	14	10	5	31	
TOTAL	FOUO	165	820	380	92	1457

Active Component Distribution



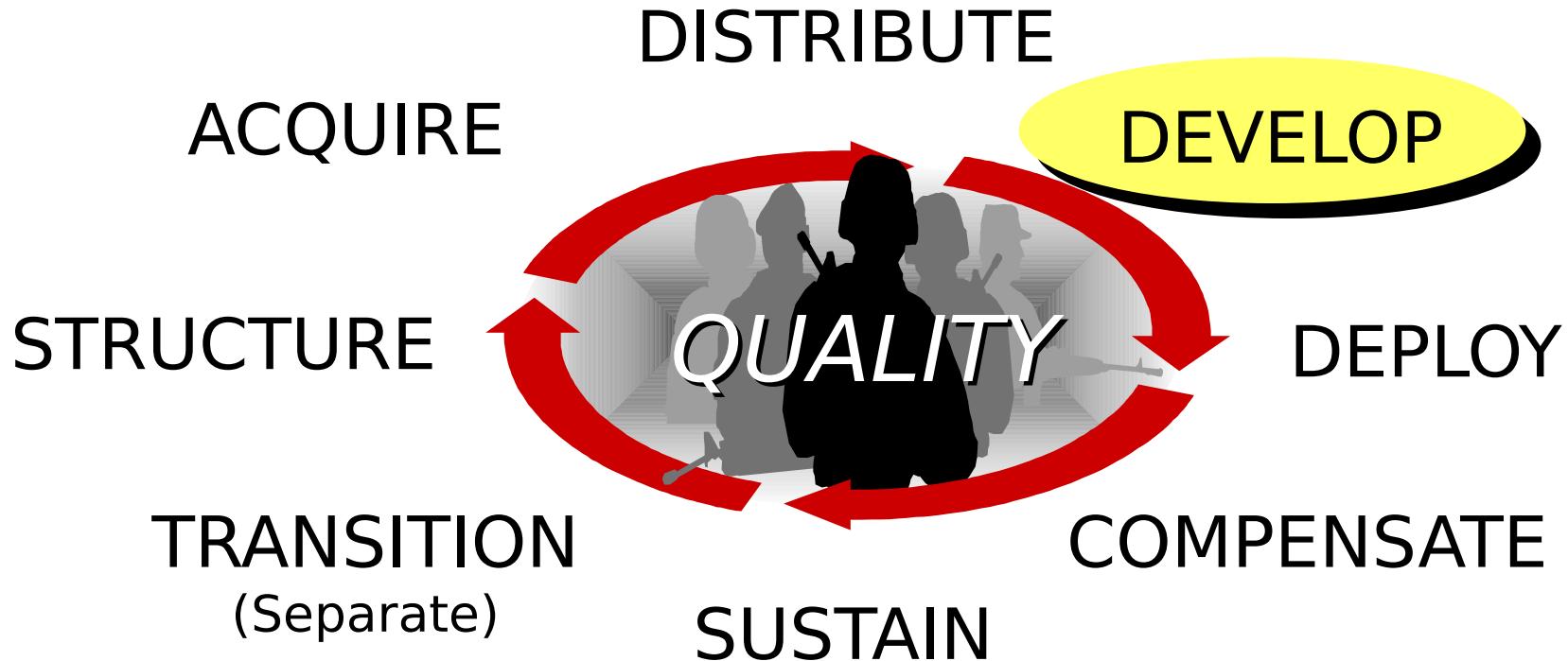
43A PMAD UAD0407



	COL	LTG	LTC	MAJ	MAJ-COL	TTL							
FA	TDA	TOE	J DAL	TDA	TOE	J DAL	TDA	TOE	J DAL	TDA	TOE	J DAL	ALL
43	28	2	7	64	11	12	49	142	15	141	155	34	294



FA 43 Officer Development





Institutional Development

ILE
FA43 Qualification course
Job and unit specific training





FA 43 Course Design

Single 2-week resident course in the NCR that trains entry level FA43 on operational/tactical HR programs, processes, and plans. DL web-based preparatory phase covers strategic HR policies and programs and Joint HR training.

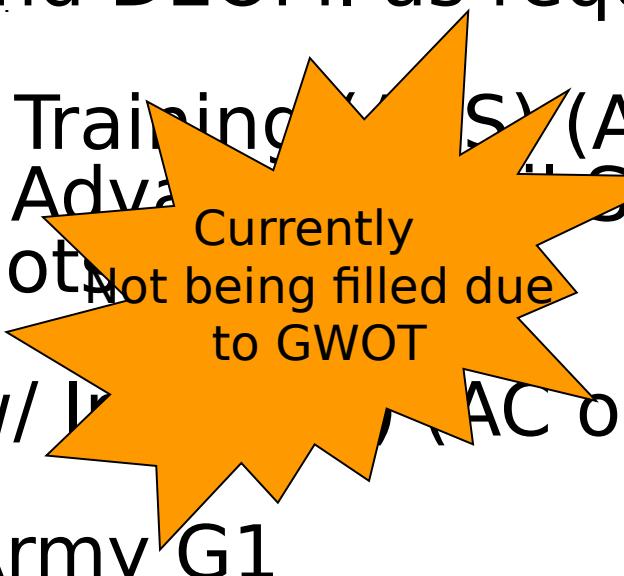
- Resident course design includes hand's on systems training, leadership lecture series, and final exercise
- DL focus is on knowledge & comprehension levels of learning

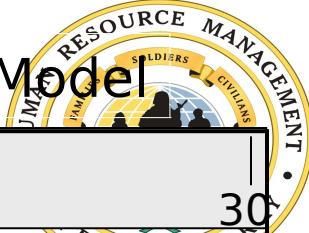
Approved by CG, SSI (Apr 04) for full implementation NLT FY06



Operational Development

- Primary Functional Area (FA) qualifying positions
- Developmental FA positions
- EO Training
 - Officers attend DEOMI as required
- Advanced Civil Training (AC only)
 - Fully funded Advanced Civilian Schooling
 - Currently 2 slots
- TWI (Training w/ Industry)
 - RAND Corp
 - Utilization - Army G1





Functional Area 43 AC Lifecycle Development & Utilization Model

YEARS	0	10	20	30
Rank	CPT	MAJ	LTC	COL
Professional Military Education	ILE Core ILE (FA 43 credentialing) i.e. Air Assault / Airborne / Ranger	Assignment Oriented Training (i.e. Defense EO Management Course)		SSC
Additional Training		i.e. ACS/TWI/Fellowships Joint Training		
Typical Assignments	<p>Successful completion of CO Grade Leader development Quality. Experience in Basic Branch \ Assignments & Grounded in The Operational Army and its doctrine</p> <p>CPT Positions listed below are not all FA 43 coded positions.</p> <p>Company commander Battalion/Sqdn S1/ Adj Asst Bde/Gp/Reg't/ UA S1/ Adj Personnel staff Officer Aide-de-Camp Service School or ROTC Instructor Div/Corps Staff Officer Deputy SGS Admin Officer CTC S1/CSS Observer/controller</p>	<p>Bde/Reg't/Group BCT/UA S1 Deputy/Asst Div/UEx G1 Corps/UEy/MACOM HR Plans, Policy, Opn officer Joint HR/Manpower Staff Officer (C1/J1) Chief, MACOM/Corps OPMD Asst Corps/UEy G1 Army G1 Staff Officer HRC Assignments Officer Deputy Chief FA 43 Prop. HRC Staff Officer EO Program Manager Personnel Staff Officer EO/HR Service School instructor CTC S1 Observer/Controller Admin officer</p>	<p>Deputy/Asst Corps (UEy) G1 Deputy/Assistant MACOM G1 Army G1/HRC Branch/Div Chief Joint HR/Manpower Staff Off (C1/J1) EO Program Manager Chief, Corps/MACOM/UEy HR Plans, Policy, Opn, OPMD Army G1 Staff Officer Chief, FA 43 Proponency DA HRC Staff Officer MACOM Personnel Staff Officer Service School HR Staff officer Service School EO/HR instructor, staff or faculty DA EO Officer EO Training Proponent Chief Admin Officer</p>	<p>MACOM G1 UEy Deputy G1 Dep/Asst MACOM G1 06 level Chief of Staff 06 Level Staff Director Army G1 Staff Officer HRC Staff Officer MACOM Staff Officer Joint HR/Manpower Staff Officer (C1/J1) Executive Officer to a Flag Officer Personnel Staff Officer</p>
Self Development		Graduate/Post Graduate Degree	HR Certification	

As Of
22 Nov 04

Figure 31-1 FA 43 Lifecycle Development & Utilization Model (Active)



Functional Area 43 RC Lifecycle Development & Utilization Model

YEARS	0	10	20	30
Rank	CPT Career Field Decision	MAJ	LTC	COL
Professional Military Education	ILE Core	ILE (FA 43 credentialing) i.e. Air Assault / Airborne / Ranger	SSC	
Additional Training		Assignment Oriented Training (i.e. Defense EO Management Course) i.e. ACS/TWI/Fellowships		
DEVELOPMENTAL & UTILIZATION ASSIGNMENTS				
Typical Assignments	<p>Successful completion of CO Grade Leader development Quality Experience in Basic Branch \ Assignments Grounded in The Operational Army and its doctrine</p> <p>CPT Positions listed below are not all FA 43 coded positions.</p> <p>Company commander Battalion/Sqdn S1/ Adj Asst Bde/Gp/Reg't/ UA S1/ Adj Personnel staff Officer Aide-de-Camp Service School or ROTC Instructor Div/Corps Staff Officer Admin Officer Recruiting/retention off</p>	<p>Brigade/Reg't/Group/UA S1 Adjutant Deputy/Asst Div (UEx) G1 HR Plans, Policy, Operations officer Joint HR/Manpower Staff Officer (C1/J1) HR mobilization Plans officer Army G1 Staff Officer HRC Assignments Officer HRC Staff Officer EO Program Manager/off Personnel Staff Officer DA Board Off Executive officer Recruiting/retention off Admin officer</p>	<p>G1 Deputy/Assistant G1 Army G1/HRC Branch/Div Chief Joint HR/Manpower Staff Officer (C1/J1) HR Plans, Policy, Operations officer EO Program Manager / Officer G1 Staff Officer HR Mobilization Planner HR Staff Officer Personnel Staff Officer RC Integration officer Admin Officer</p>	<p>USAR/C/NGB G1 06 level Chief of Staff 06 Level Staff Director Army G1 Staff Officer HRC Staff Officer OCAR/NGB Staff Officer MACOM Staff Officer Joint HR/Manpower Staff Officer (C1/J1) Executive Officer to a Flag Officer 06 Level Advisor Personnel Staff Officer</p>
Self Development	<p>Graduate/Post Graduate Degree</p> <p>HR Certification</p>			

As Of
22 Nov 04

Figure 31-2 FA 43 Lifecycle Development & Utilization Model



Individual Development

- DA PAM 600-3 Lifecycle
- Professional reading
- Continuing Education
 - Advanced college degrees
 - Conferences and workshops
 - Certification training (e.g. people soft)
- Professional HR Associations & certification
 - (e.g. SHRM, HRCI)



FA 43 Officer Deployment



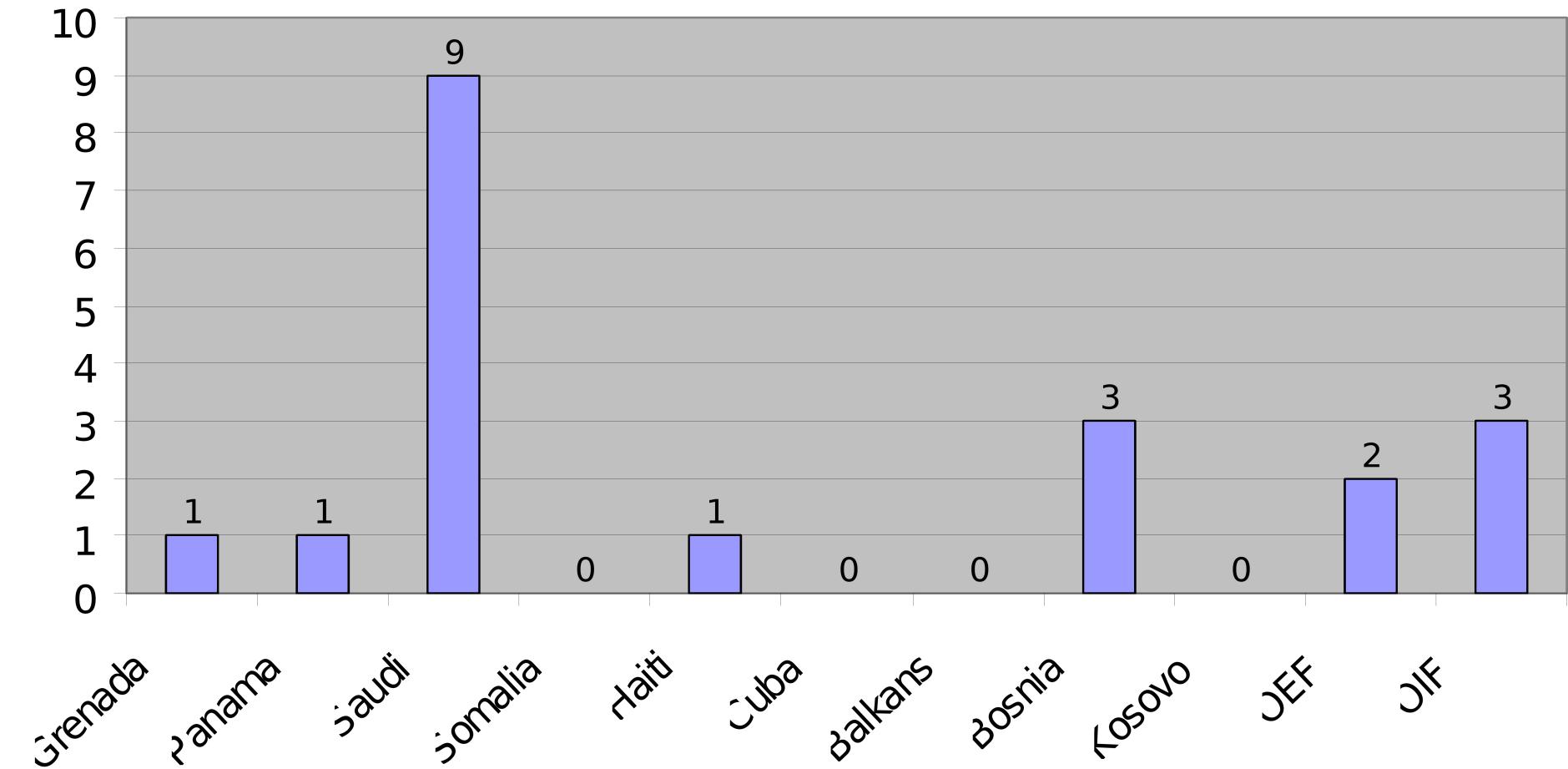


FA 43 World-wide Deployment



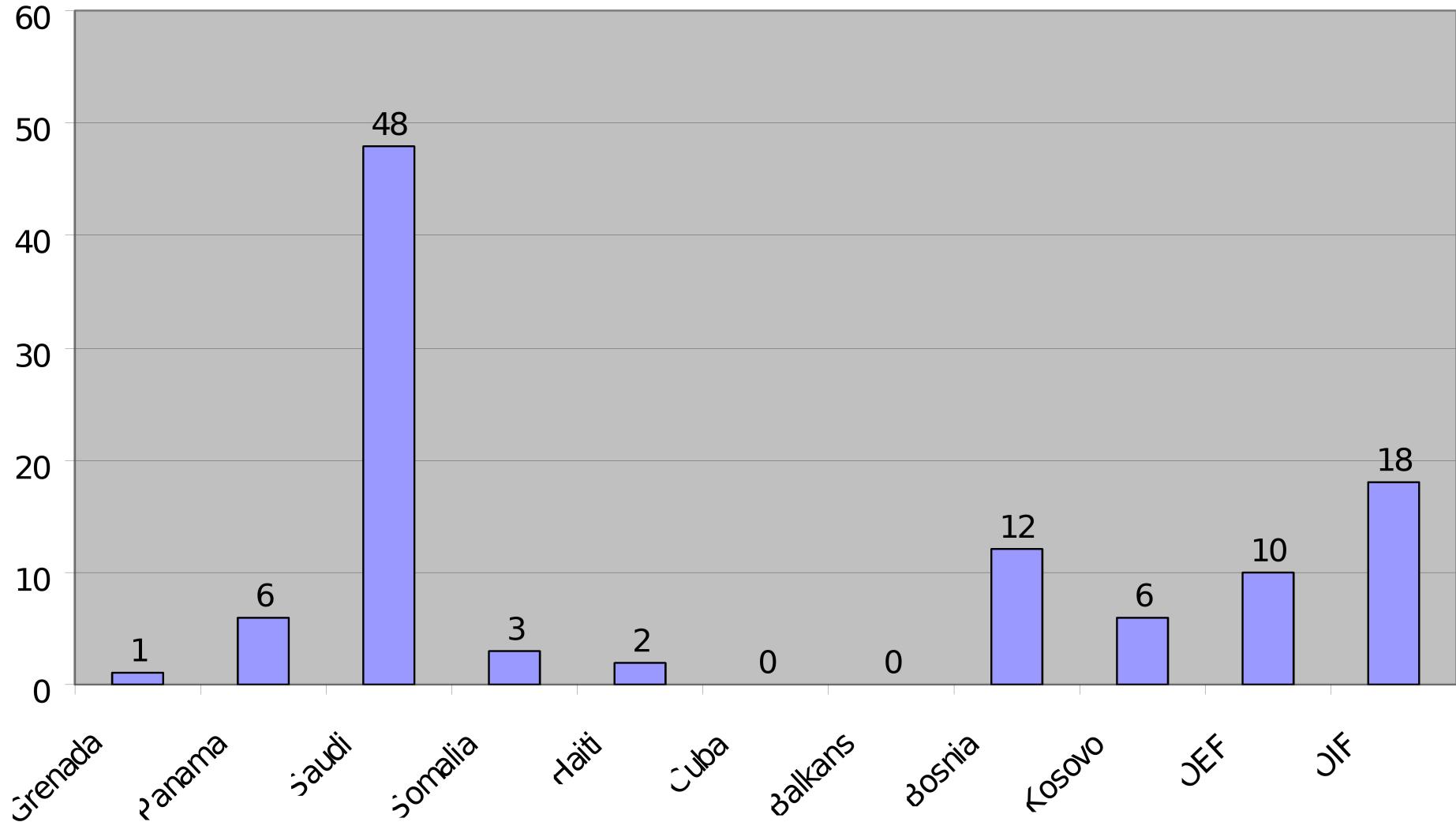
COMPO 1 COLs Deployed

Experience

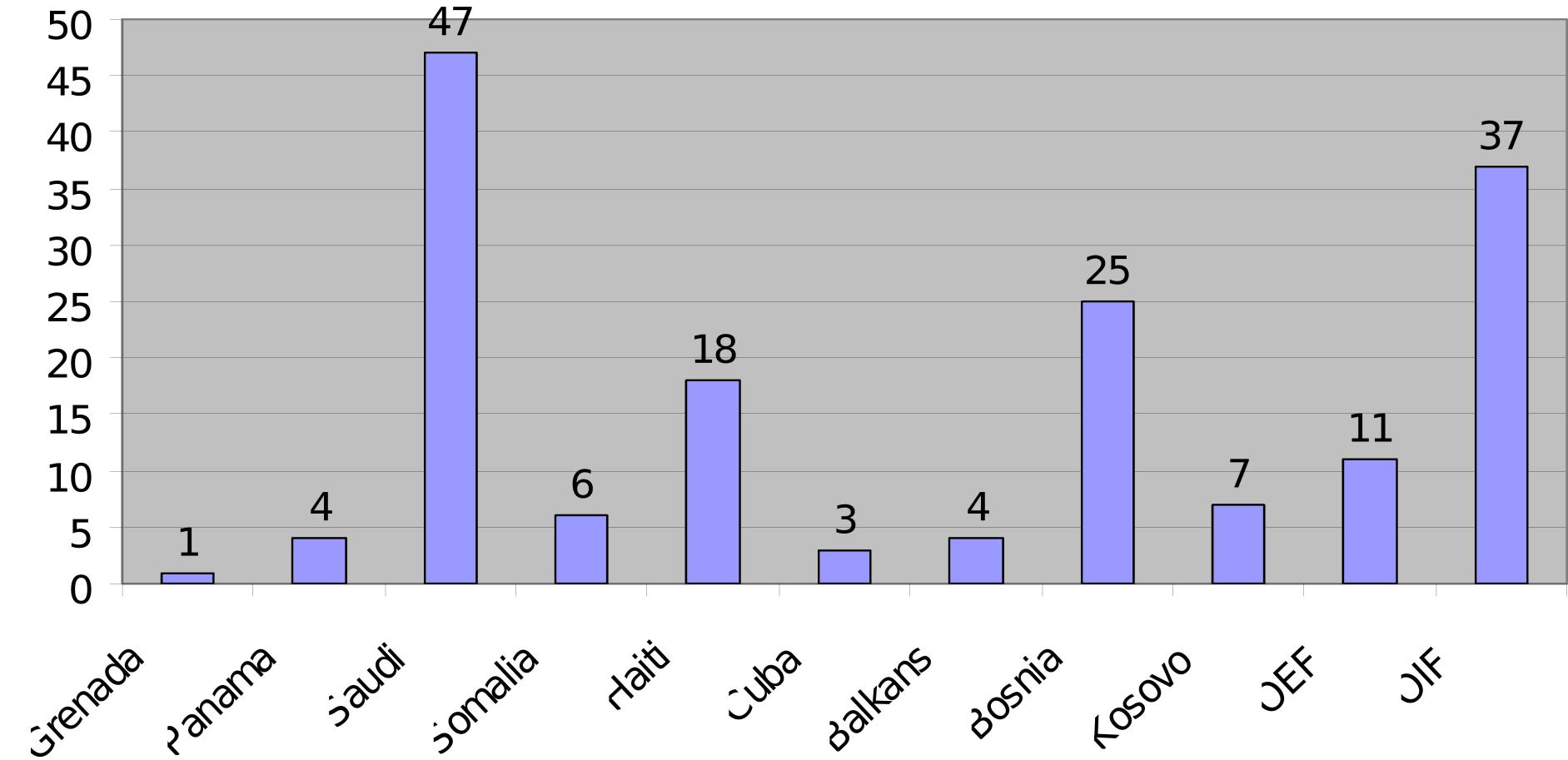


COMPO 1 LTCs Deployed

Experience



Compo 1 MAJs Deployed Experience



Soldier's Creed



I am an American Soldier.

I am a Warrior and a member of a team. I serve the people of the United States and live the Army Values.

I will always place the mission first.

WARRIOR ETHOS
*I will never accept defeat.
I will never quit.*

I will never leave a fallen comrade.

I am disciplined, physically and mentally tough, trained and proficient in my warrior tasks and drills. I always maintain my arms, my equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage, and destroy the enemies of the United States of America in close combat.

I am a guardian of freedom and the American way of life.

I am an American Soldier.



AC Manning Strategies

INTENT: Enhanced unit capabilities through stability, predictability, and cohesion with increased benefits to Soldiers and Families.

Home-basing

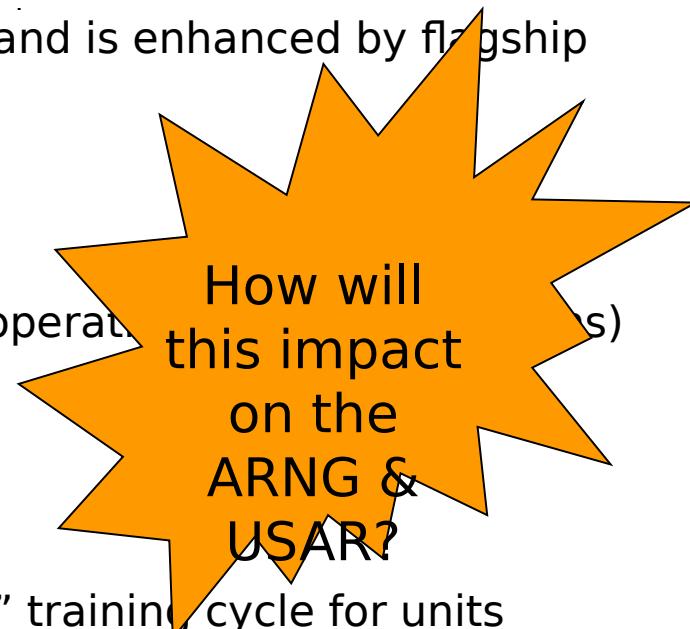
- Stabilizes Soldiers and Families upon initial assignment at MTOE Installations for extended tour
 - Provides stability and predictability for Soldiers and Families
 - Enables company grade horizontal and vertical cohesion
 - Provides support base for possible BRAC changes and is enhanced by flagship installations
- Lays groundwork for repetitive assignments

Lifecycle

- Synchronizes Soldier's tour with the unit's (BCTs/UAs) operational cycle
 - Increases operational capabilities of BCTs/UAs
 - Minimizes attrition (PCS/ETS) for deployed units
 - Provides horizontal & vertical cohesion

Cyclic

- Provides periodic package replacements to "normalize" training cycle for units (headquarters/high demand, low density)
 - Enhances continuity of operations
 - Focuses training to sustainment periods





HUMAN RESOURCE SUPPORT

1-26. Human resource support (HRS) provides all activities and functions to sustain personnel manning of the force and personnel service support to service members, their families, Department of the Army civilians, and contractors. These activities include personnel accounting, casualty management, next-of-kin notification, essential personnel services, postal operations, and morale, welfare, and recreation. Joint doctrine refers to human resource support as personnel service support. (See chapter 10.)

FA 43 Proponency Office

Current Update & Issues



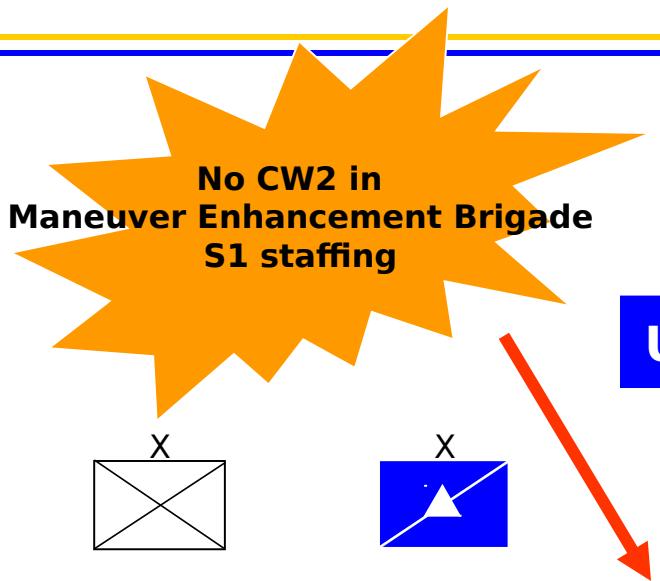
- UA/UEx/UEy HR structure
- OPMSIII update
- 42/43 Merger
- FA43 Information Operations

Coding (UA, UEEx, UEy)



- UA S1s (FA43 O4 MAJ)
 - 43-48 INF or Armor
 - 10 SUA
 - 10 Fires
- UEEx
 - 10? Deputy G1 (O4 MAJ)
 - 10 EO Pgm Mgr (O5 LTC) AUG TDA
- UEy (AG School Recommendations)
 - 1-2 Asst G1 (O4 MAJ)
 - 3 LTC (O5)
 - 1 COL (O6)

BCTs and Support Bde S-1 Staffing



S-1 Staffing 1/1/5/7
 O4 43A S1
 W2 420A Mil Tech
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC(x2)

S-1 Staffing 1/1/5/7
 O4 43A S1
 W2 420A Mil Tech
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC(x2)

S-1 Staffing 1/1/5/7
 O4 43A S1
 W2 420A Mil Tech
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A Admin NCO
 E4 42A Admin SPC
 E3 42A Admin

S-1 Staffing 1/0/5/6**
 O4 43A S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A Admin NCO
 E4 42A Admin SPC
 E3 42A Admin

S-1 Staffing 1/1/5/7
 O4 43A S1
 W2 420A Mil Tech
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A Admin NCO
 E4 42A Admin SPC
 E3 42A Admin

S-1 Staffing 1/1/5/7
 O4 43A S1
 W2 420A Mil Tech
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A Admin NCO
 E4 42A Admin SPC(x2)

S-1 Staffing 1/1/5/7
 O4 43A S1
 W2 420A Mil Tech
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A Admin NCO
 E4 42A Admin SPC(x2)

S-1 Staff Functions: (Not all inclusive) Coordinates all aspects of personnel, finance, chaplain, legal services and public affairs; Prepares personnel annexes to combat service support (CSS) plans; Directs the brigade's critical personnel systems; Directs the brigade MWR, ASAP, EO, and safety programs; Coordinates with higher headquarters to obtain external HR support for the brigade

X (3644)



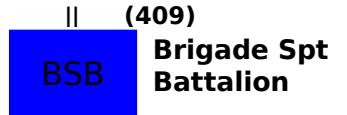
Heavy Unit of Action



S-1 Staffing 1/0/7/8
 O3 11A S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42A HR SPC(x2)
 E3 42L Mail Clerk



S-1 Staffing 1/0/5/6
 O3 19C S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk



S-1 Staffing 1/0/5/6
 O3 90A S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk

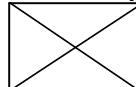


S-1 Staffing 1/0/5/6
 O3 13A S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk

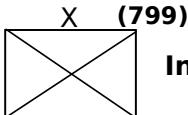


S-1 Staffing 1/0/4/5
 O3 42B S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk

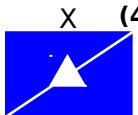
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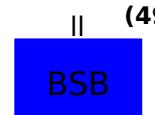
Light Unit of Action



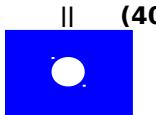
S-1 Staffing 1/0/6/7
 O3 11A S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42A HR SPC
 E3 42L Mail Clerk



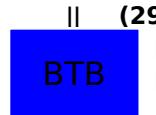
S-1 Staffing 1/0/5/6
 O3 19C S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk



S-1 Staffing 1/0/5/6
 O3 90A S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk



S-1 Staffing 1/0/5/6
 O3 13A S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E5 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk



S-1 Staffing 1/0/4/5
 O3 42B S1
 E7 42A Sr HR SGT
 E6 42A HR NCO
 E4 42A HR SPC
 E3 42L Mail Clerk

S-1 Staff Functions: (Not all inclusive) Coordinates all aspects of personnel, finance, chaplain, legal services and public affairs; Prepares personnel annexes to combat service support (CSS) plans; directs the battalion's critical personnel systems; directs the battalion's MWR, ASAP, EO, and safety programs; coordinates with higher headquarters to obtain external HR support for the battalion



- Council of Colonels (Aug-Sep, Nov-Dec)
- Eliminate FAD, replace with FAP
- Early CFD (4, majority at 7, & 10 yr mark)
- Merging of Some Branches and FAs & CFs
- Re-defining CPT BQ
- Breadth vs. Depth



Final Recommendations

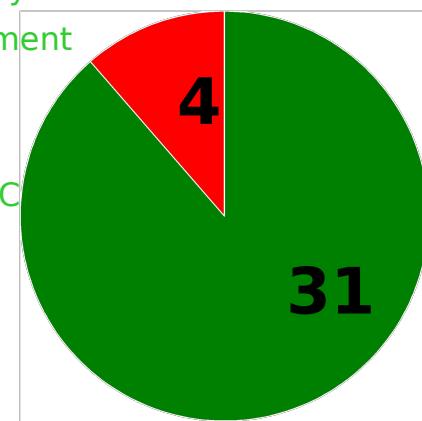
Green

- Establish common operating picture with Special Branches
- Continue to functionally align branches and functional areas
- Increase flexibility to fill structure
- Extend career timelines
- Provide broader opportunities for multi-functional officers
- Refine and coordinate MACOM fill priorities
- Synchronize OPMS with Army battle rhythm
- Develop more timely, accurate and common picture of structure fill
- Begin functional alignment
- Refine structure
- Recruit an Officer Corps with the right skill set and the desire for a lifetime of service
- Execute early CFD
- Increase accessions to improve current readiness
- Conduct selection boards for an Army at war and transforming
- Study on evaluation system modification
- Expand tenure: stabilize/accelerate in grade
- Link longer service with longevity pay
- Create incentives to reward a lifetime of service
- Institute promotion ADSOs
- The Army currently has no formal program to help officer increase self-awareness
- Current OPMS must evolve to meet the demands for a more Joint and expeditionary Army
- Develop a formalized process to manage Joint, interagency, and multi-national development opportunities
- Current definition of BQ is too exclusive
- Prescriptive career paths are limiting multi-functionality
- Centralized proponency closing the gap for officer proponency
- Consider graduate education as an incentive for increased ADSO among scholarship SOC
- Joint officer education
- Opportunities to broaden Joint experience
- Improve advance education opportunity
- Initiate limited Joint/IA exposure at CCC
- Align officer civilian education with the needs of the Army in near-to-mid term

Red

- Balance CPTs requirements with accessions
- Align and adjust initial military service obligation
- Explore certification options
- Institute command/key billet changes

We will recommend to the CSA that we proceed with implementation or continue to develop 31 of the 35 recommendations (89%)





42/43 Merger

- 42/43 Merger
 - Proposed COAs
 - FA43/BR42 Council of Colonels
 - BOD
 - PLS
 - Part of OPMS review



FA 43

Information Operations

- S1NET (<https://s3-xonet.army.mil>)
 - G6 supported server
 - List server function available
 - Password access for FOUO info
- List server
 - Positive feedback from the field
 - Need for push vs. pull
- FA 43 Web Page (www.army.mil/fa43)
- AG Commandant newsletter
- FA43 course Survey (sent to each class & their supervisor starting with the April 04 class)



Summary

- What you can expect from US!
 - Entry Level FA43s trained and ready upon arrival
 - Continued training improvements
 - Timely HR information
 - HR lifeline for deployed units
 - Assignment of 43's based on Army priorities
 - Continued work on recoding and merger COA